

EXHIBIT 12

Plan and Investment Notice

NYU RETIREMENT PLAN FOR MEMBERS OF FAC, PROF RES STAFF AND ADMIN

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. **While no action is required at this time**, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan's investment options, including long-term performance and expenses.

SECTION I

Summary of Plan Services and Costs

Multiple providers have been selected to offer retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.

The information is sorted by service provider to make it easier to compare. Your plan offers a range of investment options and services from the following providers:

TIAA
Vanguard

TIAA

RIGHT TO DIRECT INVESTMENTS

You may specify how your future contributions to the retirement plan are invested or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting tiaa-cref.org
2. By phone at **800 842-2252**, Monday – Friday 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET)

RESTRICTIONS

Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 p.m. (ET). Refer to Section II: Investment Options Comparative Chart for investment-specific restrictions.

ADDITIONAL RIGHTS AND PRIVILEGES

Certain investments that you may hold may give you the opportunity to vote on proposals. If and when such opportunities arise, you will receive a notice with the instructions on how to take advantage of what is being offered.

INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available online at www.tiaa-cref.org/planinvestmentoptions. After entering your plan ID, 102192, you'll be directed to plan and investment information.

COST OF PLAN SERVICES

There are three categories of services provided to your plan:

1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

Other than your specific investment services fees, your plan has no additional administrative expenses paid to TIAA.

2. SPECIFIC INVESTMENT SERVICES

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each plan designated investment option is listed in Section II: Investment Options Comparative Chart.

3. PERSONALIZED SERVICES

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them. The personalized services used most often are:

Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

VANGUARD

RIGHT TO DIRECT INVESTMENTS

Your plan gives you the right to direct some or all of your plan investments. You can direct your plan investments using any of the three convenient methods listed below. For a list of the designated investment alternatives offered in your plan and any designated investment managers, please refer to the complete investment fee and performance chart contained in this notice.

*Online. Log on to your account at vanguard.com anytime. If you have not signed up for secure online account access, visit vanguard.com/register and follow the prompts.

You will need your plan number: 090789.

*By phone. Call the 24 hour interactive VOICE Network at 800-523-1188. You will need a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts.

*With personal assistance. Vanguard Participant Services associates are available at 800-523-1188 Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Transaction requests (e.g., a contribution, exchange or redemption) must be in good order. Good order means that Vanguard has determined that (1) your transaction request includes complete information and (2) appropriate assets are already in your account or new assets have been received.

Vanguard, as your plans recordkeeper, will determine the necessary processing timeframes for your transaction request before submission to the fund(s). Your transaction will then be based on the next determined net asset value ("NAV") of the investments shares. If your transaction request is received by Vanguard in good order on a business day before the close of regular trading on the New York Stock Exchange (NYSE) (generally 4 p.m., Eastern time), you will receive that days NAV and trade date. If your transaction request is received in good order while the NYSE is closed, you will receive the next business days NAV and trade date.

If your transaction involves one or more investments with an early cutoff time for processing or another trading restriction, your entire transaction will be subject to that cutoff time when the trade date for your transaction is determined. If an early cutoff time applies to an investment available in your plan, please review the next section for additional information.

You may not cancel any transaction request once processing has begun. Please be careful when placing a transaction request.

RESTRICTIONS

Frequent Trading Policy

Note that your plan investments reserve the right to revise or terminate the exchange privilege (your ability to move money between investments), limit the amount of any exchange, or reject any exchange at any time, without notice. Because excessive

transactions can disrupt the management of an investment and increase its transaction costs, your plan investments limit exchanges and other transactions. If you move money out of an investment (other than money market funds shortterm bond funds, and stable value investments and

employer securities), you cannot move money back into the same investment for 60 days. This policy applies regardless of the dollar amount.

Please note that the 60 day clock restarts after every exchange out of the investment.

ADDITIONAL RIGHTS AND PRIVILEGES

Proxy Voting

The plan sponsor or other named fiduciary for the plan exercises voting, tender and similar rights with respect to the mutual funds in the plan.

INVESTMENT OPTIONS

Vanguard Target Retirement 2025 Fund Investor
 Vanguard Target Retirement 2030 Fund Investor
 Vanguard Target Retirement 2035 Fund Investor
 Vanguard Target Retirement 2040 Fund Investor
 Vanguard Target Retirement 2045 Fund Investor
 Vanguard Target Retirement 2050 Fund Investor
 Vanguard Target Retirement 2055 Fund Investor
 Vanguard Target Retirement Income Fund Investor
 Vanguard Total Bond Market Index Fund Investor
 Vanguard Total International Stock Index Fund Investor
 Vanguard Stock Market Index Fund Institutional Shares
 Vanguard US Growth Inv
 Vanguard US Value Inv
 Vanguard Value Index Inv
 Vanguard Wellesley Income Fund Investor
 Vanguard Wellington Fund Investor
 Vanguard Windsor Fund Investor
 Vanguard Windsor II Fund Investor
 Vanguard International Growth Fund Investor
 Vanguard Extended Market Index Fund Investor
 Vanguard International Value Fund Investor
 Vanguard Mid-Cap Index Fund Investor
 Vanguard Morgan Growth Fund Investor
 Vanguard Pacific Stock Index Fund Investor
 Vanguard Precious Metals and Mining Fund Investor
 Vanguard Prime Money Market Fund Investor
 Vanguard PRIMECAP Core Fund Investor
 Vanguard PRIMECAP Fund Investor
 Vanguard REIT Index Fund Investor
 Vanguard Short Term Investment Grade Fund Investor
 Vanguard Selected Value Fund Investor
 Vanguard Short-Term Bond Index Inv
 Vanguard Short Term Federal Fund Investor
 Vanguard Short Term Treasury Fund Investor

SUMMARY OF PLAN SERVICES AND COST

SECTION I

Vanguard Small-Cap Growth Index Fund Investor
 Vanguard Small-Cap Index Fund Investor
 Vanguard Small-Cap Value Index Fund Investor
 Vanguard STAR Fund - Balanced Option Investor
 Vanguard Target Retirement 2010 Fund Investor
 Vanguard Target Retirement 2015 Fund Investor
 Vanguard Target Retirement 2020 Fund Investor
 Vanguard Global Equity Inv
 Vanguard GNMA Fund Investor
 Vanguard Growth and Income Fund Investor
 Vanguard Growth Equity Inv
 Vanguard Growth Index Inv
 Vanguard Health Care Fund Investor
 Vanguard High-Yield Corporate Fund Investor
 Vanguard Intermediate-Term Investment-Grade Fund Investor
 Vanguard Inflation-Protected Securities Fund Investor
 Vanguard Intermediate-Term Bond Index Fund Investor
 Vanguard Intermediate-Term Treasury Fund Investor
 Vanguard International Explorer Fund Investor
 Vanguard LifeStrategy Conservative Growth Fund Investor
 Vanguard LifeStrategy Growth Fund Investor
 Vanguard LifeStrategy Income Fund Investor
 Vanguard LifeStrategy Moderate Growth Fund Investor
 Vanguard Long Term Bond Index Fund Investor
 Vanguard Long-Term Investment-Grade Fund Investor
 Vanguard Long-Term Treasury Fund Investor
 Vanguard Mid-Cap Growth Fund Investor
 Vanguard Institutional Index Fund Institutional Shares
 Vanguard Admiral Treasury Money Market Fund Admiral
 Vanguard Balanced Index Fund Investor
 Vanguard Capital Opportunity Fund Investor
 Vanguard Capital Value Inv
 Vanguard Convertible Securities Fund Investor
 Vanguard Developed Markets Index Fund Investor
 Vanguard Dividend Growth Fund Investor
 Vanguard Emerging Markets Stock Index Fund Investor
 Vanguard Energy Fund Investor
 Vanguard Equity Income Fund I
 Vanguard European Stock Index Fund Investor
 Vanguard Explorer Fund Investor
 Vanguard Federal Money Market Fund Investor
 Vanguard FTSE Social Index Inv
 Vanguard Strategic Equity Fund Investor
 Vanguard Target Retirement 2060 Fund Investor

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

Fee information

The cumulative effect of fees and expenses can substantially reduce the growth of your

retirement plan account. Visit the Department of Labors web site for an example showing the longterm effect of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors to consider when you decide to invest in options offered in your employer's plan. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your retirement goals. Please visit <http://retirementplans.vanguard.com/PubFundChart/nyu/8612> for updated fee and performance information for each of these investment alternatives, along with additional information regarding the investments issuer, objectives and goals, principal strategies and risks and portfolio turnover rate.

Please also visit <https://retirementplans.vanguard.com/VGApp/pe/Glossary> for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your options.

Fee/Expense Definitions

Total annual operating expense (gross expense ratio) The total annual operating expense is the funds annual operating expenses as a percentage of average net assets. The total annual operating expense does not reflect any fee waivers or reimbursements that may be in effect.

Sales charge A charge deducted from the amount invested when shares of a fund are initially purchased. The amount is generally relative to the amount of the investment, so that larger investments incur smaller rates of charge.

Redemption fee The redemption fee is an amount charged when shareholders redeem shares of a fund within a specified number of days following the purchase of those shares. The redemption fee is intended to allow funds to recoup some of the costs incurred as a result of shortterm trading strategies, such as market timing.

Deferred sales charge This charge is imposed when investors redeem shares. The percentage charged generally declines the longer shares are held.

COST OF PLAN SERVICES - SPECIFIC INVESTMENT SERVICES**Investment fees charged at account level**

Investments available in your plan may charge additional fees to your account for investment administration and other investment transactions, such as fund administrative charges, commissions, sales loads, sales charges, deferred sales charges, redemption fees, surrender charges, exchange fees, account fees, or purchase fees.

Please review the complete investment fee and performance chart contained in this notice to determine whether these fees may be assessed for an investment option, and review your account statement for a detailed disclosure of the dollar amount actually charged to your account each quarter that is attributable to these fees.

COST OF PLAN SERVICES - PERSONALIZED SERVICES

Your account will be subject to additional fees if you select one of the following plan services. Please also review your account statement for a detailed disclosure of the dollar amount actually charged to your account for these services and a description of the services to which these fees relate. Qualified domestic relations order (QDRO) fees A

SUMMARY OF PLAN SERVICES AND COST

SECTION I

QDRO is a legal document ordering the division of a retirement plan account between parties in a divorce. If you or your spouse submits a QDRO to be processed for your account, the following fees will be deducted from your account balance: QDRO processing fee: \$50.

UPCOMING PLAN CHANGES

Effective 7/1/2014, the Vanguard Index 500 Fund and the Vanguard Total Stock Index Fund will transition to lower-cost Institutional Shares.

SECTION II

Investment Options Comparative Chart

Your plan offers a variety of professionally managed investments. One of the benefits of the plan is that you get to decide how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial picture, and the impact of fees. The information on the following pages will help you compare the investment options and make more informed decisions about your retirement plan.

Part A – Performance and Fee Information

Part A consists of performance and fee information for your plan's investment options. It shows you how well the investments have performed in the past as well as any fees and expenses you will pay if you invest in a particular option.

For more information on the impact of fees and expenses associated with your plan, refer to Section I: Summary of Plan Services and Costs or visit the DOL's website at www.dol.gov/ebsa/publications/401k_employee.html. Fees are only one of many factors to consider when making an investment decision.

Part B – Annuity Income Information

Part B contains information about the annuity options available within your employer's retirement plan.

Part A. Performance and Fee Information

The following chart(s) list(s) your plan's investment options whose value may change based on market fluctuations. When evaluating performance of your variable investment options, you should consider comparing the returns of each investment to an appropriate benchmark, which is included in the chart. A benchmark is a generally accepted unmanaged group of securities whose performance is used as a standard point of reference to measure and compare investment gains or losses for variable return investments. Keep in mind that you may not invest in the benchmark indexes which are shown for comparative purposes only. For investments that use a blend of stocks and bonds to limit risk, such as Target Date or Multi-Asset funds, a difference from the benchmark may be due to a difference in the proportion of stocks to bonds in the fund when compared to the benchmark. Benchmark information for fixed-return investments is not provided in this chart. Past performance does not indicate how an investment will perform in the future.

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

TIAA

For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.tiaa-cref.org/planinvestmentoptions. After entering your plan ID, 102192, you'll be directed to plan and investment information.

Visit www.tiaa.org for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259, Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of March 31, 2016

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Equities									
Mutual Fund									
TIAA-CREF International Equity Index Fund Institutional	Foreign Large Blend	TCIEX	10/01/2002	-8.21%	2.44%	1.91%	0.06% \$0.60	0.06% \$0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI EAFE Index				-8.27%	2.29%	1.80%	Contractual Cap Exp: 02/28/2017		
TIAA-CREF Large-Cap Value Index Fund Institutional	Large Value	TILVX	10/01/2002	-1.51%	10.18%	5.66%	0.06% \$0.60	0.06% \$0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Value Index				-1.54%	10.25%	5.72%	Contractual Cap Exp: 02/28/2017		
TIAA-CREF Mid-Cap Growth Fund Institutional	Mid-Cap Growth	TRPWX	10/01/2002	-9.57%	7.65%	6.39%	0.47% \$4.70	0.47% \$4.70	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell Midcap Growth Index				-4.75%	9.99%	7.43%	Contractual Cap Exp: 02/28/2017		
TIAA-CREF Mid-Cap Value Fund Institutional	Mid-Cap Value	TIMVX	10/01/2002	-5.86%	9.07%	6.90%	0.42% \$4.20	0.42% \$4.20	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell Midcap Value Index				-3.39%	10.52%	7.23%	Contractual Cap Exp: 02/28/2017		
TIAA-CREF Small-Cap Blend Index Fund Institutional	Small Blend	TISBX	10/01/2002	-9.48%	7.43%	5.37%	0.06% \$0.60	0.06% \$0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

INVESTMENT OPTIONS COMPARATIVE CHART

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Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Russell 2000 Index				-9.76%	7.20%	5.26%			
Variable Annuity									
CREF Equity Index Account R3	Large Blend	QCEQIX	04/24/2015	-0.53%	10.64%	6.52%	0.29% Contractual Cap Exp: 02/28/2017	0.29% \$2.90	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 Index				-0.34%	11.01%	6.90%			
CREF Stock Account R3	Large Blend	QCSTIX	04/24/2015	-3.33%	7.39%	5.16%	0.37% \$3.70	0.37% \$3.70	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 Index				-0.34%	11.01%	6.90%			
CREF Growth Account R3	Large Growth	QCGRIX	04/24/2015	0.39%	12.14%	7.87%	0.32% \$3.20	0.32% \$3.20	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 1000 Growth Index				2.52%	12.38%	8.28%			
CREF Global Equities Account R3	World Stock	QCGLIX	04/24/2015	-4.95%	6.30%	4.11%	0.38% \$3.80	0.38% \$3.80	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
MSCI World Index				-3.45%	6.51%	4.27%			
Fixed Income									
Variable Annuity									
CREF Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	04/24/2015	0.81%	2.57%	4.14%	0.32% \$3.20	0.32% \$3.20	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Barclays U.S. Treasury Inflation Protected Securities (TIPS) Index (Series-L)				1.51%	3.02%	4.62%			
CREF Bond Market Account R3	Intermediate- Term Bond	QCBMIX	04/24/2015	1.86%	3.69%	4.47%	0.37% \$3.70	0.37% \$3.70	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Barclays U.S. Aggregate Bond Index				1.96%	3.78%	4.90%			
Money Market									
Variable Annuity									

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
CREF Money Market Account R3 7-day current annualized yield 0.25% as of 03/29/2016 7-day effective annualized yield 0.25% as of 03/29/2016	Money Market- Taxable	QCMMIX	04/24/2015	0.02%	0.00%	1.10%	0.32% \$3.20	0.32% \$3.20	
iMoneyNet Money Fund Averages-All Taxable				0.04%	0.02%	1.04%			
Multi-Asset Mutual Fund									
TIAA-CREF Lifecycle Retirement Income Fund Institutional	Retirement Income	TLRIX	11/30/2007	-0.71%	5.45%	4.36%	0.51% \$5.10	0.36% \$3.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Barclays U.S. Aggregate Bond Index				1.96%	3.78%	4.47%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2010 Fund Institutional	Target Date 2000- 2010	TCTIX	01/17/2007	-0.87%	5.74%	4.95%	0.49% \$4.90	0.37% \$3.70	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Barclays U.S. Aggregate Bond Index				1.96%	3.78%	4.90%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2015 Fund Institutional	Target Date 2011- 2015	TCNIX	01/17/2007	-1.23%	5.98%	4.96%	0.50% \$5.00	0.38% \$3.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.90%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2020 Fund Institutional	Target Date 2016- 2020	TCWIX	01/17/2007	-1.61%	6.33%	4.91%	0.51% \$5.10	0.39% \$3.90	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.90%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2025 Fund Institutional	Target Date 2021- 2025	TCYIX	01/17/2007	-2.15%	6.62%	4.87%	0.53% \$5.30	0.41% \$4.10	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.90%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2030 Fund Institutional	Target Date 2026- 2030	TCRIX	01/17/2007	-2.64%	6.89%	4.79%	0.54% \$5.40	0.42% \$4.20	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.90%	Contractual Waiver Exp: 09/30/2016		

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	Shareholder Fees & Restrictions
TIAA-CREF Lifecycle 2035 Fund Institutional	Target Date 2031- 2035	TCIIX	01/17/2007	-3.06%	7.09%	4.88%	0.55% \$5.50	0.43% \$4.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.90%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2040 Fund Institutional	Target Date 2036- 2040	TCOIX	01/17/2007	-3.66%	7.22%	5.06%	0.56% \$5.60	0.44% \$4.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.90%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2045 Fund Institutional	Target Date 2041- 2045	TTFIX	11/30/2007	-3.75%	7.20%	3.69%	0.57% \$5.70	0.44% \$4.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.40%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2050 Fund Institutional	Target Date 2046- 2050	TFTIX	11/30/2007	-3.71%	7.22%	3.67%	0.57% \$5.70	0.44% \$4.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%	11.01%	6.40%	Contractual Waiver Exp: 09/30/2016		
TIAA-CREF Lifecycle 2055 Fund Institutional	Target Date 2051+	TTRIX	04/29/2011	-3.58%	-	6.65%	0.65% \$6.50	0.44% \$4.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 Index				-0.34%		10.53%	Contractual Waiver Exp: 09/30/2016		
Variable Annuity									
CREF Social Choice Account R3	Moderate Allocation	QCSCIX	04/24/2015	-1.03%	6.63%	5.29%	0.33% \$3.30	0.33% \$3.30	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 Index				-0.34%	11.01%	6.90%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	N/A	QREARX	10/02/1995	7.02%	10.27%	4.09%	0.87% \$8.70	0.87% \$8.70	Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
S&P 500 Index				1.78%	11.58%	7.01%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

VANGUARD

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: P.O. Box 2900
Valley Forge, PA 19482-2900

Log on to your account at vanguard.com or call 800-523-1188

Table 1 – Variable Return Investment Performance as of March 31, 2016

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Equities									
Mutual Fund									
Vanguard Emerging Markets Stock Index Fund Investor	Diversified Emerging Mkts	VEIEX	05/04/1994	-12.80%	-4.31%	2.68%	0.33% \$3.30	0.33% \$3.30	
MSCI Emerging Markets Index				-12.03%	-4.13%	3.02%			
Vanguard Pacific Stock Index Fund Investor	Diversified Pacific/Asia	VPACX	06/18/1990	-7.19%	2.64%	1.23%	0.26% \$2.60	0.26% \$2.60	
MSCI Pacific Index (NR USD)				-7.95%	2.81%	1.32%			
Vanguard Energy Fund Investor	Equity Energy	VGENX	05/23/1984	-13.98%	-5.58%	1.33%	0.37% \$3.70	0.37% \$3.70	
S&P 1500 Energy Index				-16.81%	-3.12%	3.18%			
Vanguard Precious Metals and Mining Fund Investor	Equity Precious Metals	VGPMX	05/23/1984	-3.59%	-18.37%	-5.24%	0.29% \$2.90	0.29% \$2.90	
S&P 500 Index				1.78%	11.58%	7.01%			
Vanguard European Stock Index Fund Investor	Europe Stock	VEURX	06/18/1990	-7.95%	2.31%	2.24%	0.26% \$2.60	0.26% \$2.60	
MSCI Europe Index (NR USD)				-8.44%	2.07%	2.05%			
Vanguard Developed Markets Index Inv	Foreign Large Blend	VDMIX	05/08/2000	-	-	-			Round Trip: You cannot exchange into the fund within 30 days of exchanging out of the fund.

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
FTSE Developed ex North America NR USD									
Vanguard Total International Stock Index Fund Investor	Foreign Large Blend	VGTSX	04/29/1996	-8.24%	0.61%	1.88%	0.19% \$1.90	0.19% \$1.90	
MSCI AC World Ex USA Index				-9.19%	0.31%	1.94%			
Vanguard International Growth Fund Investor	Foreign Large Growth	VWIGX	09/30/1981	-7.75%	2.53%	3.44%	0.47% \$4.70	0.47% \$4.70	
MSCI All Country World Excluding-U.S. Index (GR)				-8.78%	0.76%	2.39%			
Vanguard International Value Fund Investor	Foreign Large Value	VTRIX	05/16/1983	-10.66%	1.34%	1.64%	0.46% \$4.60	0.46% \$4.60	
MSCI All Country World Excluding-U.S. Index (GR)				-8.78%	0.76%	2.39%			
Vanguard International Explorer Fund Investor	Foreign Small/Mid Blend	VINEX	11/04/1996	-0.80%	4.46%	3.98%	0.42% \$4.20	0.42% \$4.20	
S&P EPAC Small Cap Index				2.78%	5.93%	4.47%			
Vanguard Health Care Fund Investor	Health	VGHCX	05/23/1984	-6.34%	17.85%	11.07%	0.34% \$3.40	0.34% \$3.40	
S&P 1500 Health Care Index				-5.09%	17.54%	10.15%			
Vanguard Dividend Growth Fund Investor	Large Blend	VDIGX	05/15/1992	4.66%	12.33%	8.70%	0.32% \$3.20	0.32% \$3.20	
Russell 1000 Index				0.50%	11.35%	7.06%			
Vanguard FTSE Social Index Fund Investor	Large Blend	VFTSX	05/31/2000	-1.26%	12.23%	5.88%	0.25% \$2.50	0.25% \$2.50	
Russell 1000 Index				0.50%	11.35%	7.06%			
Vanguard Growth and Income Fund Investor	Large Blend	VQNPX	12/10/1986	1.75%	11.98%	6.31%	0.34% \$3.40	0.34% \$3.40	
S&P 500 Index				1.78%	11.58%	7.01%			
Vanguard Institutional Index Fund Institutional	Large Blend	VINIX	07/31/1990	1.77%	11.55%	7.01%	0.04% \$0.40	0.04% \$0.40	
S&P 500 Index				1.78%	11.58%	7.01%			
Vanguard Total Stock Market	Large Blend	VITSX	07/07/1997	-0.44%	11.00%	7.06%	0.04%	0.04%	

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Index Fund Institutional							\$0.40	\$0.40	
<i>CRSP U.S. Total Market Index</i>				-0.45%	10.95%	7.08%			
Vanguard Capital Opportunity Fund Investor	Large Growth	VHCOX	08/14/1995	-4.75%	12.17%	8.27%	0.45% \$4.50	0.45% \$4.50	
<i>Russell Midcap Growth Index</i>				-4.75%	9.99%	7.43%			
Vanguard Growth Equity Inv	Large Growth	VGEQX	03/11/1992	-	-	-			Round Trip: You cannot exchange into the fund within 30 days of exchanging out of the fund.
<i>Russell 1000 Growth TR USD</i>									
Vanguard Growth Index Fund Investor	Large Growth	VIGRX	11/02/1992	0.08%	11.94%	7.98%	0.23% \$2.30	0.23% \$2.30	
<i>CRSP US Large Cap Growth TR USD</i>				0.28%	11.46%	7.91%			
Vanguard Morgan Growth Fund Investor	Large Growth	VMRGX	12/31/1968	0.19%	10.63%	6.91%	0.40% \$4.00	0.40% \$4.00	
<i>Russell 3000 Growth Index</i>				1.34%	12.00%	8.09%			
Vanguard PRIMECAP Core Fund Investor	Large Growth	VPCCX	12/09/2004	-1.32%	12.01%	8.59%	0.47% \$4.70	0.47% \$4.70	
<i>MSCI U.S. Prime Market 750 Index</i>				0.69%	11.42%	7.19%			
Vanguard PRIMECAP Fund Investor	Large Growth	VPMCX	11/01/1984	-1.64%	12.40%	8.54%	0.40% \$4.00	0.40% \$4.00	
<i>S&P 500 Index</i>				1.78%	11.58%	7.01%			
Vanguard U.S. Growth Fund Investor	Large Growth	VWUSX	01/06/1959	0.19%	12.23%	6.87%	0.47% \$4.70	0.47% \$4.70	
<i>Russell 1000 Growth Index</i>				2.52%	12.38%	8.28%			
Vanguard Equity Income Fund I	Large Value	VEIPX	03/21/1988	4.39%	12.20%	7.81%	0.26% \$2.60	0.26% \$2.60	
<i>Russell 1000 Value Index</i>				-1.54%	10.25%	5.72%			
Vanguard U.S. Value Fund Investor	Large Value	VUVLX	06/29/2000	-2.22%	11.30%	5.60%	0.26% \$2.60	0.26% \$2.60	
<i>Russell 3000 Value Index</i>				-2.05%	9.95%	5.60%			

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Vanguard Value Index Fund Investor	Large Value	VIVAX	11/02/1992	1.15%	10.39%	5.95%	0.23% \$2.30	0.23% \$2.30	
<i>CRSP US Large Cap Value TR USD</i>				1.34%	11.04%	6.26%			
Vanguard Windsor Fund Investor	Large Value	VWNDX	10/23/1958	-6.73%	9.47%	5.30%	0.39% \$3.90	0.39% \$3.90	
<i>Russell 1000 Value Index</i>				-1.54%	10.25%	5.72%			
Vanguard Windsor II Fund Investor	Large Value	VWNFX	06/24/1985	-2.94%	9.66%	5.78%	0.34% \$3.40	0.34% \$3.40	
<i>Russell 1000 Value Index</i>				-1.54%	10.25%	5.72%			
Vanguard Capital Value Fund	Mid-Cap Blend	VCVLX	12/17/2001	-17.65%	4.79%	4.77%	0.50% \$5.00	0.50% \$5.00	
<i>Russell 3000 Value Index</i>				-2.05%	9.95%	5.60%			
Vanguard Extended Market Index Fund Investor	Mid-Cap Blend	VEXMX	12/21/1987	-9.04%	8.33%	6.55%	0.23% \$2.30	0.23% \$2.30	
				-9.05%	8.39%	6.59%			
Vanguard Mid-Cap Index Fund Investor	Mid-Cap Blend	VIMSX	05/21/1998	-4.38%	9.88%	7.10%	0.23% \$2.30	0.23% \$2.30	
<i>CRSP U.S. Mid Cap Index</i>				-4.27%	10.37%	7.35%			
Vanguard Strategic Equity Fund Investor	Mid-Cap Blend	VSEQX	08/14/1995	-5.85%	11.60%	6.25%	0.21% \$2.10	0.21% \$2.10	
<i>Russell Midcap Index</i>				-4.04%	10.30%	7.45%			
Vanguard Mid-Cap Growth Fund Investor	Mid-Cap Growth	VMGRX	12/31/1997	-8.76%	9.23%	7.29%	0.43% \$4.30	0.43% \$4.30	
<i>Russell Midcap Growth Index</i>				-4.75%	9.99%	7.43%			
Vanguard Selected Value Fund Investor	Mid-Cap Value	VASVX	02/15/1996	-3.87%	9.86%	7.59%	0.39% \$3.90	0.39% \$3.90	
<i>Russell Midcap Value Index</i>				-3.39%	10.52%	7.23%			
Vanguard REIT Index Fund Investor	Real Estate	VGSIX	05/13/1996	3.75%	11.59%	6.61%	0.26% \$2.60	0.26% \$2.60	
<i>MSCI U.S. REIT Index</i>				4.05%	11.85%	6.49%			
Vanguard Small-Cap Index	Small Blend	NAESX	10/03/1960	-7.25%	8.64%	6.68%	0.23%	0.23%	

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark Fund Investor	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
<i>CRSP U.S. Small Cap Index</i>				-7.16%	9.03%	7.33%	\$2.30	\$2.30	
Vanguard Explorer Fund Investor	Small Growth	VEXPX	12/11/1967	-11.07%	7.90%	5.51%	0.49% \$4.90	0.49% \$4.90	
<i>Russell 2500 Growth Index</i>				-9.57%	8.77%	7.00%			
Vanguard Small-Cap Growth Index Fund Investor	Small Growth	VISGX	05/21/1998	-10.18%	7.42%	6.67%	0.23% \$2.30	0.23% \$2.30	
<i>CRSP US Small Cap Growth TR USD</i>				-10.13%	6.89%	6.48%			
Vanguard Small-Cap Value Index Fund Investor	Small Value	VISVX	05/21/1998	-4.76%	9.54%	6.40%	0.23% \$2.30	0.23% \$2.30	
<i>CRSP US Small Cap Value TR USD</i>				-4.65%	10.84%	8.16%			
Vanguard Global Equity Fund Investor	World Stock	VHGEX	08/14/1995	-4.08%	6.61%	4.20%	0.57% \$5.70	0.57% \$5.70	
<i>MSCI All Country World Index (NR USD)</i>				-4.34%	5.22%	4.08%			
Fixed Income									
Mutual Fund									
Vanguard Intermediate-Term Investment-Grade Fund Investor	Corporate Bond	VFICX	11/01/1993	2.80%	4.98%	5.80%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. 5-10 Year Government/Credit Bond Ind</i>				2.08%	5.57%	6.32%			
Vanguard Long-Term Investment-Grade Fund Investor	Corporate Bond	VWESX	07/09/1973	1.30%	8.71%	7.56%	0.22% \$2.20	0.22% \$2.20	
<i>Barclays U.S. Long Government/Credit A+ Long Index</i>				1.30%	8.38%	7.12%			
Vanguard High-Yield Corporate Fund Investor	High Yield Bond	VWEHX	12/27/1978	-1.12%	5.46%	6.10%	0.23% \$2.30	0.23% \$2.30	
<i>Barclays U.S. Corporate High Yield Index</i>				-3.69%	4.93%	7.01%			
Vanguard Inflation-Protected	Inflation- Protected	VIPSX	06/29/2000	1.43%	2.89%	4.39%	0.20%	0.20%	

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Securities Fund Investor	Bond						\$2.00	\$2.00	
<i>Barclays U.S. Treasury Inflation Protected Securit</i>				1.51%	3.02%	4.62%			
Vanguard GNMA Fund Investor	Intermediate Government	VFIIX	06/27/1980	2.22%	3.35%	4.82%	0.21% \$2.10	0.21% \$2.10	
<i>Barclays U.S. GNMA Bond Index</i>				2.40%	3.28%	4.85%			
Vanguard Intermediate-Term Treasury Fund Investor	Intermediate Government	VFITX	10/28/1991	3.08%	3.70%	5.09%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. Government Index</i>				2.37%	3.42%	4.52%			
Vanguard Intermediate-Term Bond Index Fund Investor	Intermediate- Term Bond	VBIIIX	03/01/1994	2.79%	5.07%	5.95%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. 5-10 Year Government/Credit Float Ad</i>				2.89%	5.19%				
Vanguard Total Bond Market Index Fund Investor	Intermediate- Term Bond	VBMTX	12/11/1986	1.73%	3.59%	4.75%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. Aggregate Float Adjusted Index</i>				1.88%	3.80%				
Vanguard Long-Term Treasury Fund Investor	Long Government	VUSTX	05/19/1986	2.57%	9.47%	7.70%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays Long U.S. Treasury Index</i>				2.77%	9.67%	7.97%			
Vanguard Long-Term Bond Index Fund Investor	Long-Term Bond	VBLTX	03/01/1994	0.31%	8.43%	7.51%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. Long Government/Credit Index</i>				0.39%	8.51%	7.57%			
Vanguard Short-Term Federal Fund Investor	Short Government	VSGBX	12/31/1987	1.38%	1.38%	3.12%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. 1-5 Year Government Index</i>				1.60%	1.53%	3.20%			
Vanguard Short-Term Treasury Fund Investor	Short Government	VFISX	10/28/1991	1.16%	1.07%	2.72%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. 1-5 Year Government Index</i>				1.60%	1.53%	3.20%			
Vanguard Short-Term Bond	Short-Term	VBISX	03/01/1994	1.45%	1.69%	3.32%	0.20%	0.20%	

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Index Fund Investor	Bond						\$2.00	\$2.00	
<i>Barclays U.S. 1-5 Year Government/Credit Float Adj</i>				1.62%	1.88%				
Vanguard Short-Term Investment Grade Fund Investor	Short-Term Bond	VFSTX	10/29/1982	1.76%	2.26%	3.58%	0.20% \$2.00	0.20% \$2.00	
<i>Barclays U.S. 1-5 Year Government/Credit Index</i>				1.65%	2.73%	4.24%			
Money Market									
Mutual Fund									
Vanguard Admiral Treasury Money Market Fund Investor	Money Market- Taxable	VUSXX	12/14/1992	0.07%	0.02%	1.08%	0.09% \$0.90	0.09% \$0.90	
<i>BofA Merrill Lynch 3 Month LIBOR Constant Maturity</i>				0.33%	0.32%	1.63%			
Vanguard Federal Money Market Fund Investor	Money Market- Taxable	VMFXX	07/13/1981	0.10%	0.03%	1.18%	0.11% \$1.10	0.11% \$1.10	
<i>Citi 3-Month Treasury Bill Index</i>				0.08%	0.06%	1.07%			
Vanguard Prime Money Market Fund Investor	Money Market- Taxable	VMMXX	06/04/1975	0.14%	0.05%	1.24%	0.16% \$1.60	0.16% \$1.60	
<i>Citi 3-Month Treasury Bill Index</i>				0.08%	0.06%	1.07%			
Multi-Asset									
Mutual Fund									
Vanguard LifeStrategy Growth Fund Investor	Aggressive Allocation	VASGX	09/30/1994	-2.32%	6.78%	4.98%	0.15% \$1.50	0.15% \$1.50	
<i>Dow Jones U.S. Total Stock Market Index</i>				-0.43%	10.97%	7.00%			
Vanguard LifeStrategy Conservative Growth Fund Investor	Conservative Allocation	VSCGX	09/30/1994	0.02%	5.21%	4.82%	0.13% \$1.30	0.13% \$1.30	
<i>Barclays U.S. Aggregate Bond Index</i>				1.96%	3.78%	4.90%			
Vanguard LifeStrategy Income Fund Investor	Conservative Allocation	VASIX	09/30/1994	1.03%	4.35%	4.60%	0.12% \$1.20	0.12% \$1.20	

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Barclays U.S. Aggregate Bond Index				1.96%	3.78%	4.90%			
Vanguard Wellesley Income Fund Investor	Conservative Allocation	VWINX	07/01/1970	3.78%	7.82%	7.26%	0.23% \$2.30	0.23% \$2.30	
Morningstar Mod Conservative Target Risk Index				0.35%	4.73%	5.12%			
Vanguard Convertible Securities Fund Investor	Convertibles	VCVSX	06/17/1986	-8.05%	3.64%	5.52%	0.38% \$3.80	0.38% \$3.80	
BofAML All Convertible All Qualities				-7.30%	6.25%	5.96%			
Vanguard Balanced Index Fund Investor	Moderate Allocation	VBINX	11/09/1992	0.60%	8.14%	6.39%	0.23% \$2.30	0.23% \$2.30	
Morningstar Moderately Aggressive Target Risk Inde				-2.62%	5.94%	5.47%			
Vanguard LifeStrategy Moderate Growth Fund Investor	Moderate Allocation	VSMGX	09/30/1994	-1.06%	6.15%	5.08%	0.14% \$1.40	0.14% \$1.40	
Barclays U.S. Aggregate Bond Index				1.96%	3.78%	4.90%			
Vanguard STAR Fund - Balanced Option Investor	Moderate Allocation	VGSTX	03/29/1985	-2.14%	7.06%	5.77%	0.34% \$3.40	0.34% \$3.40	
Morningstar Moderately Aggressive Target Risk Inde				-2.62%	5.94%	5.47%			
Vanguard Wellington Fund Investor	Moderate Allocation	VWELX	07/01/1929	1.11%	8.51%	7.15%	0.26% \$2.60	0.26% \$2.60	
S&P 500 Index				1.78%	11.58%	7.01%			
Vanguard Target Retirement Income Fund Investor	Retirement Income	VTINX	10/27/2003	0.41%	4.95%	5.22%	0.14% \$1.40	0.14% \$1.40	
Barclays U.S. Aggregate Bond Index				1.96%	3.78%	4.90%			
Vanguard Target Retirement 2010 Fund Investor	Target Date 2000-2010	VTENX	06/07/2006	0.14%	5.45%	5.42%	0.14% \$1.40	0.14% \$1.40	
MSCI U.S. Broad Market Index (GR USD)				-0.36%	11.07%	7.59%			
Vanguard Target Retirement	Target Date 2011-2015	VTXVX	10/27/2003	-0.59%	6.02%	5.30%	0.14%	0.14%	

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SECTION II

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
2015 Fund Investor							\$1.40	\$1.40	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.08%			
Vanguard Target Retirement 2020 Fund Investor	Target Date 2016-2020	VTWNX	06/07/2006	-1.12%	6.45%	5.77%	0.14% \$1.40	0.14% \$1.40	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.59%			
Vanguard Target Retirement 2025 Fund Investor	Target Date 2021-2025	VTTVX	10/27/2003	-1.53%	6.70%	5.37%	0.15% \$1.50	0.15% \$1.50	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.08%			
Vanguard Target Retirement 2030 Fund Investor	Target Date 2026-2030	VTHRX	06/07/2006	-2.01%	6.93%	5.78%	0.15% \$1.50	0.15% \$1.50	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.59%			
Vanguard Target Retirement 2035 Fund Investor	Target Date 2031-2035	VTTHX	10/27/2003	-2.50%	7.14%	5.40%	0.15% \$1.50	0.15% \$1.50	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.08%			
Vanguard Target Retirement 2040 Fund Investor	Target Date 2036-2040	VFORX	06/07/2006	-3.07%	7.28%	5.89%	0.16% \$1.60	0.16% \$1.60	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.59%			
Vanguard Target Retirement 2045 Fund Investor	Target Date 2041-2045	VTIVX	10/27/2003	-3.14%	7.27%	5.48%	0.16% \$1.60	0.16% \$1.60	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.08%			
Vanguard Target Retirement 2050 Fund Investor	Target Date 2046-2050	VFIFX	06/07/2006	-3.10%	7.26%	5.93%	0.16% \$1.60	0.16% \$1.60	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	7.59%			
Vanguard Target Retirement 2055 Fund Investor	Target Date 2051+	VFFVX	08/18/2010	-3.25%	7.28%	10.08%	0.16% \$1.60	0.16% \$1.60	
<i>MSCI U.S. Broad Market Index (GR USD)</i>				-0.36%	11.07%	14.22%			
Vanguard Target Retirement	Target Date	VTTSX	01/19/2012	-3.22%	-	9.46%	0.16%	0.16%	

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Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
2060 Fund Investor	2051+						\$1.60	\$1.60	
MSCI U.S. Broad Market Index (GR USD)				-0.36%		13.39%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

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Table 2 – Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

Name/Type/Option	Return	Term	Additional Information
Guaranteed Annuity			<p>The current rate shown applies to premiums remitted during the month of April 2016 and will be credited through 2/28/2017. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.</p> <p>TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.</p> <p>TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.</p> <p>For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.</p>
TIAA Traditional-Retirement Annuity	4.00%	Through 02/28/2017	

Part B. Annuity Information

The information below focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

TIAA

TIAA Traditional Annuity Lifetime Income Option

OBJECTIVES / GOALS

To provide a guaranteed stable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA Traditional Annuity provides income stability by providing a minimum guaranteed interest rate as well as the potential for additional interest. TIAA Traditional can be part of a diversified retirement portfolio that may include stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available under the TIAA Traditional Annuity.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods), and your selection of either the standard or graded benefit method.
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The projected returns of the TIAA Traditional Annuity.

Under no circumstances will you receive less than the guaranteed amount of income required under the annuity contracts. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.
- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your TIAA annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.

- Once you have elected a lifetime annuity, your election is irrevocable.

TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. This lifetime annuity provides a variable income that you cannot outlive. A variable annuity can be part of a diversified retirement portfolio that may include guaranteed, stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The investment performance of the variable annuity account your annuity is based upon.

Variable annuity accounts don't guarantee a minimum income. Income fluctuates based on market performance and is directly tied to the accounts' investment returns. A 4% annual investment return is assumed. Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.

INVESTMENT OPTIONS COMPARATIVE CHART

SECTION II

- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.
- Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization. The R3 Class has the lowest expense of all the CREF Classes.

Please visit www.tiaa-cref.org/public/support/help/glossary/index.html for a glossary of investment terms relevant to the investment options under this plan.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/ebsa/publications/401k_employee.html.

Other service provider important additional information:

TIAA important additional information:

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratios shown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

TIAA provides information on restrictions on recordkept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

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The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

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